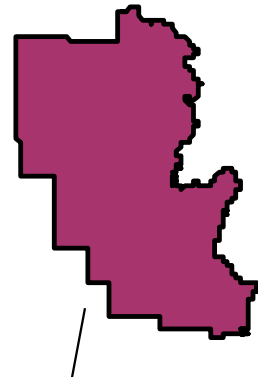
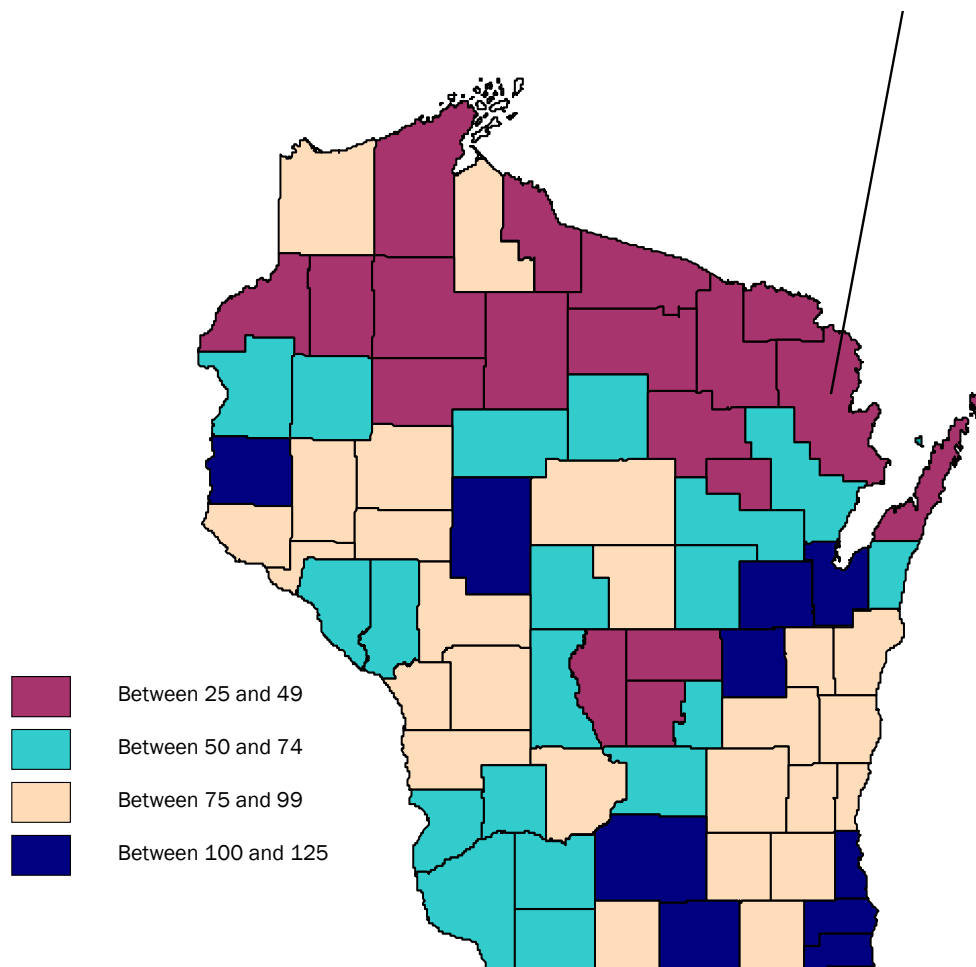


Marinette County Workforce Profile



**The number of residents aged 25-29 years for every
100 residents aged 60-64 years in year 2025**



Source: Wisconsin Department of Administration, Demographic Services Center and the U.S. Bureau of Census.

For comparison, it is projected that there will be 90 residents aged 25-29 for every 100 residents aged 60-64 in Wisconsin in 2025. Nationally, it is projected that there will be 101 residents aged 25-29 for every 100 residents aged 60-64. In 2003, Wisconsin had 146 residents aged 25-29 for every 100 aged 60-64.



County Population

Since the 2000 Census, the population in Marinette County has increased 1.9 percent. The rate of growth is roughly 30 percent less than in the state and nearly one half that of the nation's growth. The overall increase in the population between April 2000 and January of 2004 was 820.

Total Population

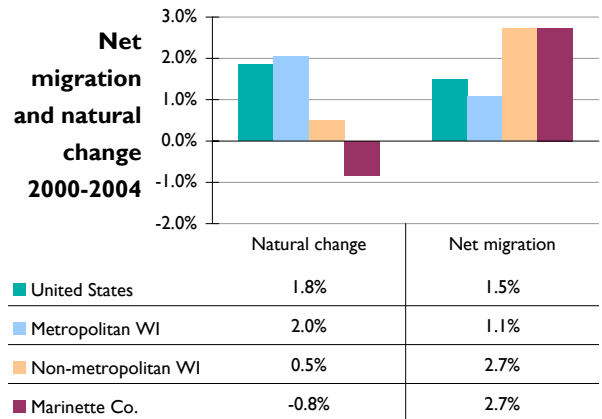
	April 2000 Census	Jan. 1, 2004 estimate	Numeric change	Percent change
United States	281,421,906	292,287,454	10,865,548	3.9%
Wisconsin	5,363,704	5,532,000	168,296	3.1%
Marinette County	43,384	44,204	820	1.9%
Largest Municipalities				
Marinette, City	11,749	11,638	-111	-0.9%
Peshtigo, Town	3,702	3,903	201	5.4%
Peshtigo, City	3,474	3,499	25	0.7%
Stephenson, Town	3,065	3,225	160	5.2%
Porterfield, Town	1,991	2,071	80	4.0%
Niagara, City	1,880	1,858	-22	-1.2%
Grover, Town	1,729	1,815	86	5.0%
Pound, Town	1,367	1,397	30	2.2%
Wausaukee, Town	1,196	1,288	92	7.7%
Dunbar, Town	1,303	1,230	-73	-5.6%

Source: Wis. Dept. of Administration, Demographic Services and U. S. Census Bureau

Three of the county's ten largest municipalities had a decline in their population. The largest decline was in the City of Marinette which lost 111 residents. This was followed by the Town of Dunbar which decreased by 73. Offsetting these losses were several communities that had above average growth rates in the county. This includes the Town of Peshtigo which increased by 201, the largest increase of all of the municipalities. The Town of Wausaukee had the fastest rate of growth at 7.7 percent, with an increase of 92 residents.

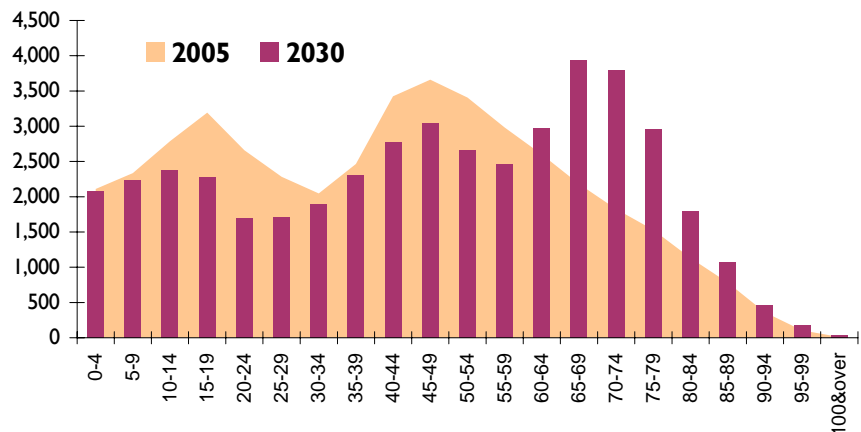
The growth rate for the county being less than the state and nation during the last fourteen years indicates differences between the county, state, and nation. One of these differences is the source of population growth. The two sources for

population growth are natural increase, which is the number of births, minus the number of deaths. The other is net migration, which counts the number of residents moving into the area and subtracts the number of residents moving out of the area. During the last four years all of the county's growth has come from people moving to the county. This is partly a result of a large portion of the current population in the county who are past the prime child bearing years. This older population has an impact on natural increase (births minus deaths). This limits growth to largely in-migration as the number of deaths in the county surpassed the number of births recorded. This goes back through the last decade. With an older population in the county, the area's labor force and the demand for services needed by



Source: WI Dept. of Admin., Demographic Services and U. S. Census Bureau

Population by Age Groups in Marinette County



Source: WI Dept. of Administration, Demographic Services

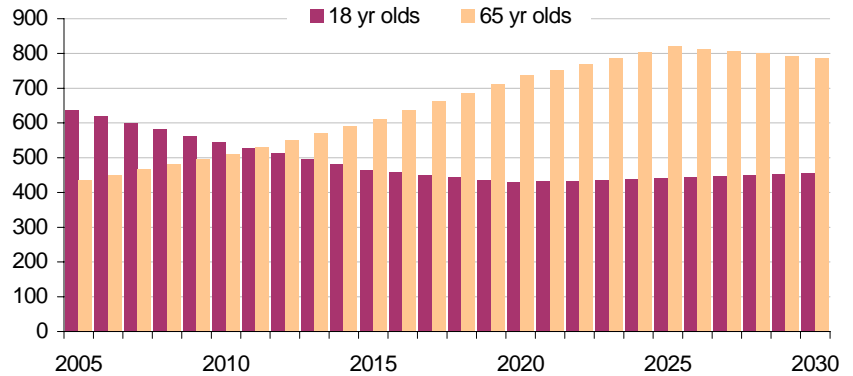
Future Population and Labor Supply

the population are also affected. The decline in population from natural causes was offset with an increase of population from immigration. However, many of the individuals moving to the area are at or near retirement age, so rather than adding to potential workers in the area, they may be looking for additional services in the years to come.

The graph on the previous page visually demonstrates the aging of the population. The impact of an increasing elderly population is significant on many levels, but especially on labor force supply and demand for services. By 2030 a large portion of the population will be past retirement age, rather than middle aged as it is now. Labor force participation is highest in the middle age groups. This was great when most of the population was middle-aged.

Within the next five to six years, it is expected that there will be a larger portion of the county's population turning age 65 than age 18. Not all 18-year olds enter the labor market just as not all retirements occur at 65. The degree that the population participates in the labor force is called the labor force participation rate and it varies by location, age, sex, race, and ethnicity. This

Convergence of 18 & 65 year old population in Marinette County

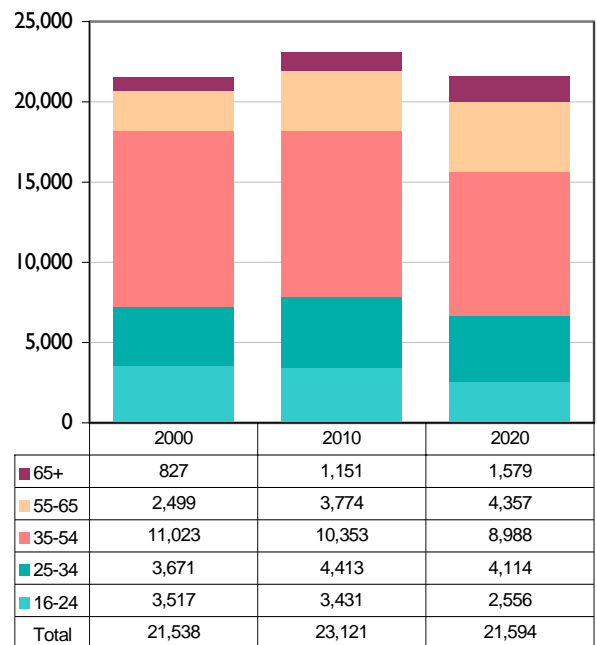


Source: WI Dept. of Administration, Demographic Services

will affect the number of workers available to fill jobs. This in turn may affect the retention of employers in the area as well as the recruitment of new businesses as the county will face the possibility of a declining labor force.

Recent trends indicate that individuals are participating longer in the labor force than they used to. This is due to better health, as well as changes in social security.

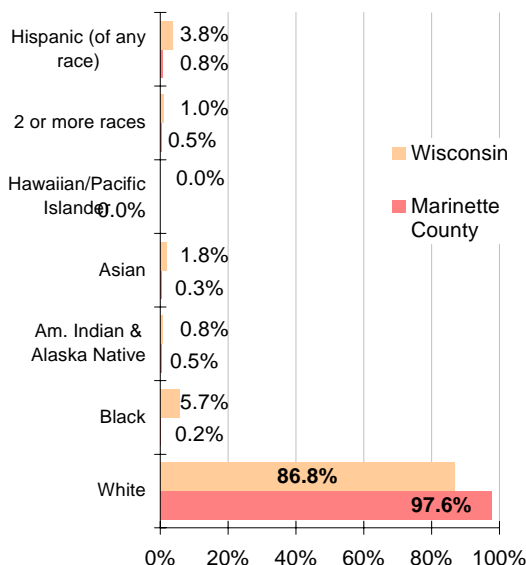
Marinette County Labor Force Projections by Age



Decade change **11.7%** **7.3%** **-6.6%**

Source: DWD, Office of Economic Advisors, August 2004

Race and ethnic distribution



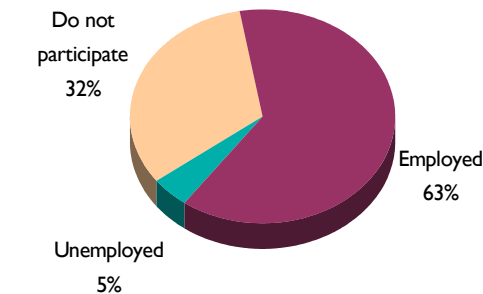
Source: U.S. Census 2000, SF-3, table P-6

Current Labor Force

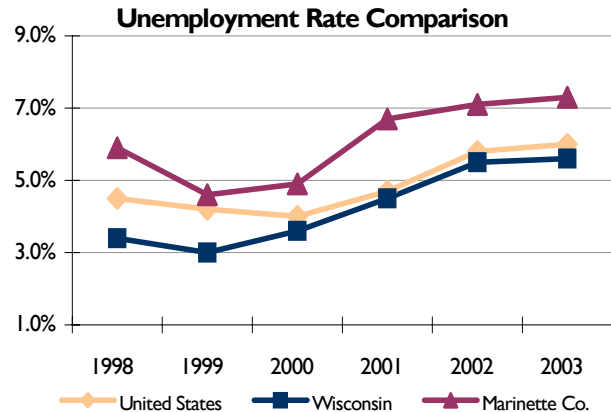
Labor force participation represents the share of population that is 16 years and older that is either employed or unemployed. Participation rates in Wisconsin and the United States in 2003 were 72.9 and 66.3 percent, respectively.

individuals who choose not to work including retirees as well as individuals that are unable to participate at this time. As the population ages, more retirees will be included in the category of choosing not to work and labor force participation rates will decline.

Labor force participation in Marinette County



Source: DWD, Office of Economic Advisors, July 2004



Labor force participation in Marinette county is 68 percent. This was just above the national average, but somewhat below the statewide average. Some of this is a result of the demographic mix of age, ethnicity, and racial make-up in the county. In Marinette County 32 percent of the labor force aged population are not participating in the labor force. This includes some students and

Marinette County Civilian Labor Force Data

	1998	1999	2000	2001	2002	2003
Labor Force	21,376	20,777	21,366	22,162	22,424	23,399
Employed	20,125	19,814	20,314	20,686	20,827	21,699
Unemployed	1,251	963	1,052	1,476	1,597	1,700
Unemployment Rate	5.9%	4.6%	4.9%	6.7%	7.1%	7.3%

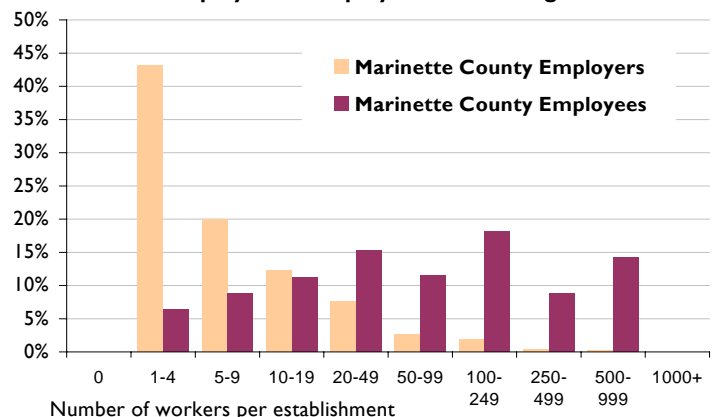
Source: WI DWD, Bur. of Workforce Information, Local Area Unemployment Statistics, 2003

Employers by Size

Over 80 percent of the county's employers have fewer than 20 workers. This group of employers provide just over 20 percent of the county's jobs. At the same time, less than five percent of the employers in the county have over 100 workers. This five percent provides just under 40 percent of the county's jobs.

Although small employers do not provide a high percent of the jobs, these are often the businesses of the future, and may collectively have a faster growth rate than their larger counterparts. A healthy community will have a good mix of both large and small firms.

Share of employers & employees in size range in 2003



Source: DWD, Bureau of Workforce Information, Table 221, July 2004

Industry & employers by size

With nearly one-third of the jobs in Marinette County coming from the manufacturing sector it is not surprising that three of the top ten industry groups represent manufacturing. Although the economy has been going through some very hard times, especially in manufacturing, there has not been a lot of change over the last five years. Data is suppressed to protect the confidentiality reporting of employers in sectors with few businesses. The ten largest industry sectors provided just over one-half of the jobs in the county.

At the same time, the ten largest businesses provided almost three out of every ten jobs in the county. Only one business in the county has over 1,000 workers, while four have between 500 and 999 workers.

Listed in the top ten of both business and industry groups is government employment. While schools are part of government, they are not included in government here, but are part of educational services in these tables.

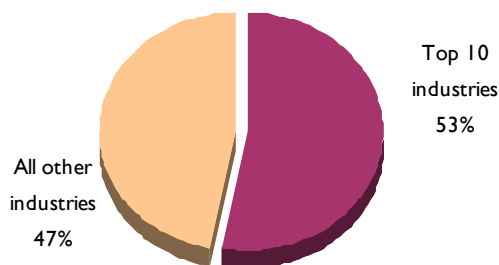
Top 10 Industries in Marinette County

Industry	March 2004		Numeric Employment Change	
	Establishments	Employees	2003-2004	1999-2004
Transportation equipment manufacturing	6	2,222	76	267
Educational services	12	1,452	-5	-26
Food services & drinking places	110	1,286	5	16
Primary metal manufacturing	3	879	not avail.	not avail.
Nursing & residential care facilities	12	877	2	1
Paper manufacturing	suppressed	suppressed	not avail.	not avail.
Hospitals	suppressed	suppressed	not avail.	not avail.
Ambulatory health care services	50	677	-14	34
Executive, legislative, & gen government	29	667	-16	53
General merchandise stores	11	599	50	-34

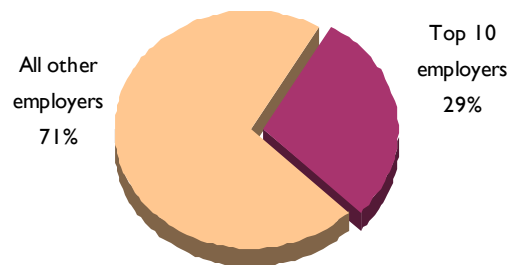
Top 10 Employers in Marinette County

Establishment	Product or Service	Size (Dec. 2003)
Karl Schmidt Unisia Inc.	Carburetor, piston, ring, and valve mfg.	Over 999 employees
Marinette Marine Corp.	Ship building and repairing	500-999 employees
Waupaca Foundry Inc.	Iron foundries	500-999 employees
Bay Area Medical Center Inc.	General medical and surgical hospitals	500-999 employees
Ansul Inc.	All other miscellaneous manufacturing	500-999 employees
Marinette Public School	Elementary and secondary schools	250-499 employees
County of Marinette	Executive and legislative offices, combined	250-499 employees
Stora Enso North America Corp.	Paper, except newsprint, mills	250-499 employees
Aerial Co. Inc.	Service estab. equip. merchant wholesalers	250-499 employees
Wal-Mart Associates Inc.	Discount department stores	250-499 employees

Share of jobs in top 10 industries in Marinette County



Share of Marinette County jobs with top 10 employers

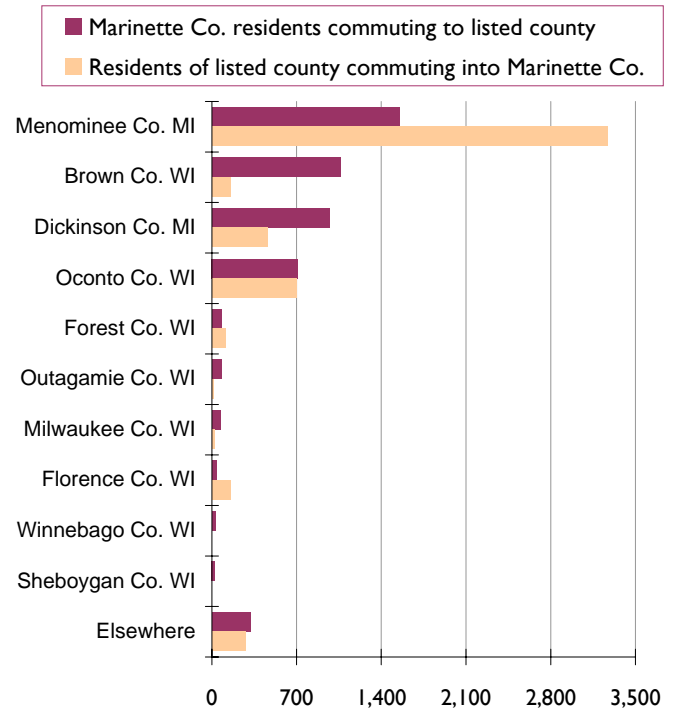


Source: DWD, Bureau of Workforce Information, Quarterly Census of Employment and Wages

Commuting

Marinette County has a positive net e gain of workers from other counties. The county receives 220 more workers than leave the county for work. Information from the 2000 Census showed 4,941 workers left the county for work, while 5,161 enter the county.

The greatest exchange of workers with another county occurs with Menominee County, Michigan. Here 1,550 workers crossover to Michigan to work, while nearly 3,300 come to Marinette for work. It is hard to say what impact the closing and rebuilding the Highway 41 during the next 15 months will have on many of these commuters as they will need to find other routes. The only other counties that Marinette has a positive exchange of commuters with are Florence and Forest Counties. In the other counties Marinette loses workers. The exchange of workers entering and leaving Marinette and Brown County provides the largest net loss of workers where 900 more workers leave the county for employment. This is followed by Dickinson County with an net loss of 500.



Source: U.S. Census 2000, Special tabulations: Worker Flow Files

Key occupations & wages

The table to the right includes occupations that are common in the area. The list is not all inclusive and for information on additional occupations refer to the Office of Economic Advisors' website <http://dwd.wisconsin.gov/oea/>. Wage tables are general guides to what is happening in the local labor market. The surveys sent to approximately one third of the employers in the state every year.

The surveys provide assistance to workers in knowing their worth on the market as well as employers that are looking to hire new workers and want to know what the "going rate" is. Note the table excludes the top and bottom 25 percent of wages, so there will be instances when the wages will be either above or below those listed on the table.

Occupation title	Hourly Wages			
	Mean	Percentile		
		25 th	50 th	75 th
Nursing aides, orderlies, & attendants	\$9.95	\$8.60	\$9.60	\$11.35
Retail salespersons	\$9.99	\$6.75	\$8.04	\$10.42
Cashiers	\$7.37	\$6.19	\$6.96	\$8.24
Laborers & freight, stock, & material movers, hand	\$10.52	\$7.91	\$9.73	\$12.25
Registered nurses	\$25.12	\$20.16	\$23.48	\$27.92
Comb. food prep. & serving workers (fast food)	\$7.18	\$6.05	\$6.97	\$8.20
Customer service representatives	\$12.01	\$9.21	\$11.46	\$14.03
Waiters & waitresses	\$6.08	\$5.71	\$6.13	\$6.55
Bookkeeping, accounting, & auditing clerks	\$11.64	\$9.59	\$11.06	\$13.52
Janitors & cleaners, except maids & hskpg. cleaners	\$9.76	\$7.50	\$8.84	\$11.69
Maintenance & repair workers, general	\$15.57	\$11.89	\$15.68	\$19.15
Licensed practical & licensed voc. nurses	\$15.07	\$13.35	\$14.94	\$16.82
Stock clerks & order fillers	\$9.08	\$7.05	\$8.54	\$10.63
Secretaries, except legal, medical, & executive	\$10.94	\$8.65	\$11.06	\$12.95
Elem. school teachers, except special ed.	-	-	-	-
Office clerks, general	\$10.24	\$7.84	\$9.94	\$12.50
Teacher assistants	-	-	-	-
General & operations managers	\$34.23	\$18.60	\$27.89	\$42.90
Order clerks	\$9.46	\$7.21	\$9.40	\$10.95
Carpenters	\$14.94	\$12.88	\$14.57	\$16.38

Marinette County is part of an area which includes Marinette, Portage and Wood counties.

Source: DWD, Office of Economic Advisors, special tabulation using EDS and OES 2003

Employment and Wages

Average annual wages in Marinette County remain below the average for the State of Wisconsin. A large reason for this is the influence the metropolitan counties have on wages. There wages are generally higher and combined with larger populations influence the statewide average as the metro areas make up nearly 80 percent of the state's population. Only one industry in the county was above the statewide average and that was the natural resources industry which was at 133.6 percent of the state average.

Average Annual Wage by Industry Division in 2003

	Average Annual Wage Wisconsin	Average Annual Wage Marinette County	Percent of Wisconsin	1-year % change
All Industries	\$ 33,423	\$ 28,853	86.3%	2.0%
Natural resources	\$ 25,723	\$ 34,364	133.6%	7.1%
Construction	\$ 40,228	\$ 26,184	65.1%	1.4%
Manufacturing	\$ 42,013	\$ 39,564	94.2%	1.2%
Trade, Transportation, Utilities	\$ 28,896	\$ 22,462	77.7%	4.4%
Information	\$ 39,175	\$ 21,358	54.5%	Not avail.
Financial activities	\$ 42,946	\$ 24,187	56.3%	-1.7%
Professional & Business Services	\$ 38,076	\$ 24,035	63.1%	-2.0%
Education & Health	\$ 35,045	\$ 31,274	89.2%	3.2%
Leisure & Hospitality	\$ 12,002	\$ 8,685	72.4%	0.2%
Other services	\$ 19,710	\$ 11,692	59.3%	4.4%
Public Administration	\$ 35,689	\$ 27,568	77.2%	4.0%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

Overall wages increased 2.0 percent in the county from 2002 to 2003. Two of the area's industries had declines in average annual wages. However, since these are annual wages and not hourly wages, it is most likely that there was a change in the number of hours worked since annual wages are determined by total wages paid by the industry and then divided by the annual average number of workers in the industry.

Manufacturing remains the highest paid industry in the

area with average annual wages of \$39,564. This was 94.2 percent of the state average. The industry provides about 45 percent of the wages in the county, although it only provides one-third of the jobs. The number of workers in manufacturing is almost double the next closest industry group, trade, transportation and utilities with just under 3,800 workers. Overall employment picked up a bit during 2003 with an increase of 264 jobs. Many of these were in the manufacturing industry.

2003 Employment and Wage Distribution by Industry in Marinette County

	Employment Annual average	1-year change	Total Payroll	
Natural Resources	275	13	\$ 9,450,010	
Construction	574	-4	\$ 15,029,696	
Manufacturing	6,326	114	\$ 250,280,364	
Trade, Transportation, Utilities	3,771	118	\$ 84,702,462	
Information	211	suppressed	\$ 4,506,605	
Financial Activities	528	-11	\$ 12,770,524	
Professional & Business Services	480	30	\$ 11,536,992	
Education & Health	3,726	-35	\$ 116,527,976	
Leisure & Hospitality	1,730	93	\$ 15,024,442	
Other services	599	-47	\$ 7,003,263	
Public Administration	876	-7	\$ 24,149,478	
Not assigned	0	0	0	
All Industries	19,096	264	\$550,981,812	

Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2004

Per Capita Personal Income

Per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent) and transfer payments (social security, insurance, welfare, pensions) divided by mid-year total population estimates.

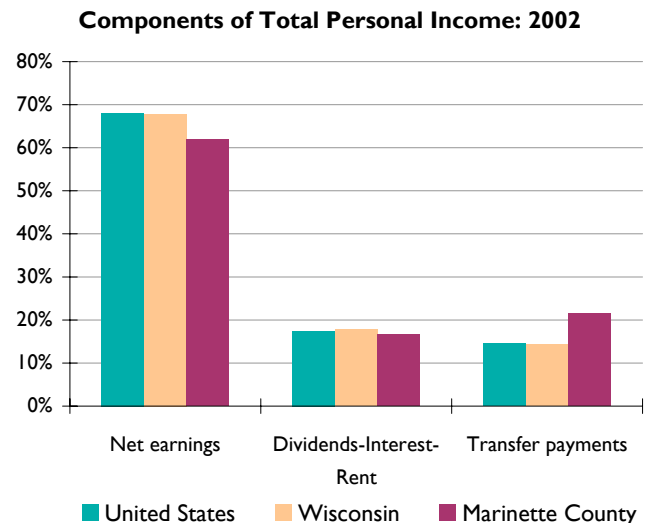
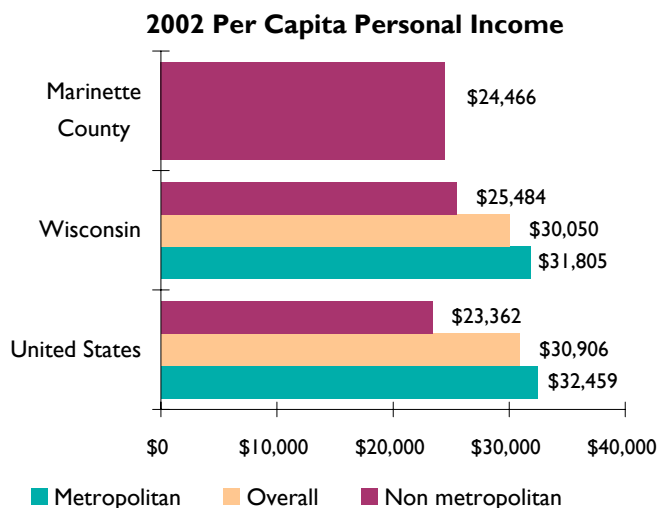
The majority of PCPI in Marinette County comes from net earnings, with smaller percentages coming from dividends, interests payments and transfer payments. However, the portion that comes from transfer pay-

ments, which includes government pensions is higher than either the state or national averages while that from net earnings is a bit lower. This is due to the demographics in the county. The county has a higher percentage of older residents than the state and nation, so this is an additional source of income in the region.

The PCPI in the county is 24,466, which is below the state level of \$30,050 and the national level of \$30,906.

	Per Capita Personal Income						Percent Change	
	1997	1998	1999	2000	2001	2002	1 year	5 year
United States	\$25,334	\$26,883	\$27,939	\$29,847	\$30,527	\$30,906	1.2%	22.0%
Wisconsin	\$24,514	\$26,175	\$27,135	\$28,573	\$29,361	\$30,050	2.3%	22.6%
Non-metropolitan WI	\$20,734	\$22,195	\$22,900	\$24,059	\$24,833	\$25,484	2.6%	22.9%
Marinette County	\$19,881	\$20,986	\$21,779	\$22,710	\$23,329	\$24,466	4.9%	23.1%
In current dollars (adjusted to U.S. CPI-U)								
United States	\$28,397	\$29,670	\$30,170	\$31,181	\$31,010	\$30,906	-0.3%	8.8%
Wisconsin	\$27,478	\$28,889	\$29,301	\$29,850	\$29,825	\$30,050	0.8%	9.4%
Non-metropolitan WI	\$23,240	\$24,497	\$24,728	\$25,135	\$25,226	\$25,484	1.0%	9.7%
Marinette County	\$22,284	\$23,162	\$23,518	\$23,726	\$23,698	\$24,466	3.2%	9.8%

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, May 2004



Source: U.S. Department of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2004

The county workforce profiles are produced annually by the Office of Economic Advisors in the Wisconsin Department of Workforce Development. The author of this profile and regional contact for additional labor market information is:

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Sheboygan, WI 53081
Phone: 920-459-3845
email: Richard.Seidemann@dwd.state.wi.us

Metropolitan Statistical Area (MSA) - A single county or group of counties that include at least one urbanized area with a minimum population of 50,000. Multiple-county MSAs have a central county or counties, which have a high degree of social and economic integration with the other member counties as measured by commuting data.

Non-metropolitan county - Any county that is not a member of a metropolitan statistical area.

Net Migration - One of two components of population change. It is the net result of individuals who either moved into or out of an area.

Natural Change - One of two components of population change. It is the result of the number of births minus the number of deaths in an area over a period of time. A natural increase indicates there were more births than deaths. A natural decrease indicates there were more deaths than births.

Employed - Persons 16 years of age or older, who worked as paid employees, or worked in their own business, profession or farm, or worked 15 hours or more as unpaid workers in a family-operated enterprise. Includes those temporarily absent from their jobs due to illness, bad weather, vacation, childcare problems, labor dispute, maternity or paternity leave, or other family or personal obligations.

Unemployed - Persons 16 years of age or older with no employment, who were available for work and made efforts to find employment sometime during the previous 4-week period ending with the monthly reference week. Persons who were awaiting recall to a job did not need to look for work to be classified as unemployed.

Labor Force - The sum of the employed and unemployed, whom are at least 16 years of age and older.

Unemployment Rate - The number of unemployed divided by the labor force. It is expressed as a percentage of the labor force.

Labor Force Participation Rate (LFPR) - The labor force divided by the total population aged 16 years and older. It is expressed as a percentage of the population aged 16 years and older.

Suppressed - Data is withheld or suppressed if it does not meet certain criteria. If an industry in a county has fewer than three employers or if a single employer employs 80% or more that industry's total employment in that county then the data are suppressed. These criteria were established to maintain the confidential reporting of payroll and employment by employers.

Total Personal Income - The aggregate income of an area received by all persons from all sources. It is calculated as the sum of wage and salary disbursements (less contributions for government social insurance), supplements to wages and salaries, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustment, personal dividend income, personal interest income, and personal current transfer receipts that include retirement and veteran's benefits, government paid medical reimbursements, and income maintenance program payments.

Per Capita Personal Income (PCPI) - Total personal income divided by the total population.

Current Dollars - Phrase used to express historical dollar values in terms of their current purchasing power via inflation adjustment.

CPI-U - Consumer Price Index for all urban consumers, the most commonly used measure of inflation in the United States.